

Updated on January 23, 2007

The following is a summary of benefits available to [eligible*](#) employees of the State of Utah:

Leave

- 104 hours annual leave for 0 through 5 years of service (4 hours per pay period)
- 130 hours annual leave for at least 5 years, but less than 10 years of service (5 hours per pay pd)
- 156 hours annual leave for at least 10 years, but less than 20 years of service (6 hours per pay pd)
- 182 hours annual leave for 20 years or more of service (7 hours per pay period)
- 104 hours of sick leave per calendar year (4 hours per pay period), plus a conversion policy. (Sick leave is State-owned and is forfeited at termination. Upon retirement, 25% is placed in a 401(k) and the rest may be used for the purchase of insurance; see Retirement FAQ's or the HB 213 Fact Sheet).
- 24 hours maximum funeral leave (per occurrence). *Only the death of certain family members qualifies for funeral leave. Please check with your human resource/payroll tech.
- Administrative Leave (maximum of 10 successive working days at discretion of management)
- Military Leave (15 days paid Military Leave per calendar year)
- FMLA - Up to 12 weeks of leave per calendar year for medically related illnesses or injuries to you or dependents. To qualify: 1 year of State employment, 1250 work hours in previous 12 months

Holidays

- 11 paid holidays per calendar year

Insurance

- Health Insurance - Choice of :
 - PEHP Preferred - Family \$32.87, Double \$24.62, Single \$11.94 biweekly
 - Advantage Care - Family \$8.73, Double \$6.54, Single \$3.17 biweekly
 - Summit Care - Family \$8.73, Double, \$6.54, Single \$3.17 biweekly
 - High Deductible Health Plan – Employee contribution to Health Savings Account (HSA) is voluntary. In addition to state paid premiums, the state will contribute \$25 to an HSA for single coverage and \$50 to an HSA for double or family coverage biweekly.
- Dental Insurance - Choice of:
 - PEHP Traditional - Family \$12.06, Double \$8.42, Single \$6.45 biweekly
 - PEHP Preferred - Family \$1.95, Double \$1.35, Single \$1.06 biweekly
 - Dental Select - Family \$7.79, Double \$5.24, Single - no charge, biweekly
- Life Insurance - State provides basic term life policy in the amount of \$25,000. Additional term coverage is available for employees, spouses, and dependents, at employee's expense at a group rate. (You can apply for additional life insurance any time during the year).
- Accidental Death and Dismemberment Insurance, Weekly Indemnity, and Medical Insurance - Covers accidents that do not occur on the job, Employee's expense
- Vision Care: Discount Program with Standard Optical or 2 premium plans:
 - OptiCare - Family \$7.26, Double \$5.32, Single \$3.87
 - Eye Med - Family \$9.85, Double \$7.01, Single \$4.17 biweekly

Open Enrollment

- Open Enrollment is April and May of each year. Changes to be effective approx. July 1.
** Employees also have the option to change medical plans once during the benefit year**

Retirement

- Retirement - Total 4 year vesting; state puts in 13.38% of your salary, no cost to you
- 401K - Vested first day of employment; state puts in 1.5% of your salary, you have the option to add to this; you choose the investment strategy.
- 457 - State doesn't add to this plan; employee has the option to invest or not, plus you choose the investment strategy.

Other Insurance

- Unemployment Insurance - State paid
- Workers' Compensation - State paid
- Long Term Disability - State paid

Voluntary Benefits

- Flexible Spending Accounts - Tax savings plans for out-of-pocket medical expense and dependent care expense. (Enrollment is in November, Flex\$ run January - December).
- Educational Assistance - Check your department policy for specifics
- US Savings Bonds - Purchased by the employee
- Healthy Utah Programs - Most expenses covered by Medical Insurance, rebate programs (www.healthyutah.org)
- Home/Auto Insurance Discounts from Met Life and Liberty Mutual
- Hyatt Legal Plan - Premium-based legal plan which covers specific legal services
- Direct Deposit - Option to choose from up to 2 checking and 2 savings accounts
- Lifestyle Benefits Discount Program - Save on dining, hotels, services, recreation and many other items from local and national merchants (www.memberweb.com, must have agency code and employee ID number to gain access)
- Long Term Care insurance – Assists with the cost of nursing home or hospice care expenses not covered by traditional insurance

****Seasonal, temporary and other designated employees are not eligible for benefits. Check with your human resource/payroll technician to see if you are eligible for benefits.***